



# *Superior Court of California* *County of San Luis Obispo* **Benefits at a Glance** *Management Unit 24*

## **Pay Practices**

FICA	6.20%	FICA wages up to \$94,200 maximum
Medicare	1.45%	Medicare wages with no maximum
Overtime	FLSA Exempt	
Compensating Time Off	FLSA Exempt	
Pay Days	Biweekly	

## **Leave Provisions**

Sick Leave	12 days/yr	2080 hrs (260 days max accrual). Paid out @ 50% up to 90 days; 5 years of service required
Sick Lv Exchange for Vac.	80hr for 40hrs	Per calendar year. Must maintain a 30-day balance; 5 years of service required
Holiday Pay	13 days/yr	
Personal Leave	1 day/fiscal year	
Vacation (320 hrs cap)	10 days/yr	Beginning of service to end of fourth year
	15 days/yr	Beginning of fifth year to end of ninth year
	20 days/yr	Over ten years of service; maximum payoff of 320 hours
Jury Leave	Regular rate of pay	Regular pay while on jury duty/cannot claim jury pay
Military Leave	30 days/fiscal year	
Administrative Leave	6 days	Per fiscal year. No carry over or payoff for unused time
Bereavement Leave	3 days	Per occurrence
Witness Pay	Regular rate of pay	Serving as a witness in a case relating to the employee's job

## **Benefits**

Cafeteria Contribution	\$660mo.	\$440/mo without medical coverage
Health Insurance		Coverage for domestic partners(employee & eligible dependents)
Vision Insurance		Optional for employee
Dental Insurance		Optional for employee
Basic Life Insurance	\$50,000 coverage	Employer paid policy
Supplemental Life Insurance		Employee paid/optional
Dependent Life Insurance		Employee paid/optional
Long Term Disability Insurance	66 2/3% of Salary	90 day waiting period
Workers' Compensation		
Deferred Comp.	Pretax deduction	Optional for employee
Flexible Spending Accounts	Pretax deduction	Per plan year: Medical \$3,000; Dependent Care \$5,000
Wellness/ Fitness	\$200/fiscal year	Annual allowance (taxable)
Tuition Reimbursement	\$250/fiscal year	
Employee Assistance Program (EAP)		Employer paid
Post Employment Health Plan (PEHP)		Tax-free defined contribution health arrangement that is funded with 1/2 accrued sick leave balances distributed upon separation of employment; 5 years of service required

## **Retirement**

Court Retirement Contribution	21.83%	Rate x Hourly Rate x Hours worked
Court Pickup of Employee Retirement	7.74%	Rate x Hourly Rate x Hours worked

## **Holidays**

January 1<sup>st</sup>  
 Third Monday in January (Dr. Martin Luther King, Jr. Day)  
 February 12<sup>th</sup>  
 Third Monday in February  
 March 31st (Cesar Chavez Day)  
 Last Monday in May  
 July 4<sup>th</sup>  
 First Monday in September  
 Second Monday in October  
 November 11th  
 Fourth Thursday in November (Thanksgiving Day)  
 The Friday following Thanksgiving Day  
 December 25<sup>th</sup>  
 Any day appointed by the Governor for a public fast, thanksgiving or holiday.

Updated: 09/24/2008